



## **Accessibility & Disability Policy**

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Approved by the Proprietor	Keith Boulter
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## **Accessibility & Disability Policy**

### **Introduction and Purpose**

Broadlands Hall School is committed to a fair and equal treatment of all individuals regardless of disability.

Following the Equality Act 2010, a basic framework has been established in law as a means of protection against indirect and direct discrimination, harassment and victimisation, access to services, premises, education, associations and transport - on any of the nine protected characteristics. These characteristics are defined in the act as Race, Disability, Sex, Religion or belief, Sexual orientation, Age, Gender reassignment, Marriage and civil partnership, Pregnancy and maternity.

Broadlands Hall School will keep the access needs of the school under review and plan for improvements for our young people within the following strands:

1. The curriculum
2. The physical environment
3. The delivery of information

The Proprietor and staff of Broadlands Hall School are totally committed to equal opportunity as defined above for all young people, staff and parents/carers. We believe that the diversity of our school community is a great asset.

The school building will comply with all regulations and is physically accessible to all. Furniture, fixtures & fittings in the school are appropriate to the needs of the learners and altered if necessary. Future developments on the school site will be constructed and developed with accessibility in mind.

Broadlands Hall School will offer a broad and balanced curriculum, to ensure that the physical environment is accessible, and that written information is available to all parents/carers. Most of our young people have an autistic spectrum condition (ASC) and associated conditions hence the delivery and sharing of information will take account of these needs.

The school is wholly accessible in terms of its curricula, premises and communication. The curriculum is designed so that it may be delivered to provide flexible and equal access to all young people, whatever the level of their disability.

### **Aims**

The aims of this statement are to ensure that:

1. Applications for admission from all potential young people are considered in line with the published admission arrangements.
2. Applications for employment are considered and assessed based on an applicant's aptitudes, abilities and qualifications.
3. Disabled staff and young people have access to the appropriate support and adaptations, to enable them to be fully included in the life of the school.
4. The views of individual young people or staff are always considered when their requirements are being assessed.
5. All young people are fully integrated into the school and individual needs are assessed and supported following a person-centred approach.
6. Staff have appropriate information, support and training to meet the needs of all individual young people.

7. The school takes steps to enable staff, who become disabled during their time at the school, to continue in their chosen career as far as is practicable.
8. Disabled members of the public can fully participate in public events held within the school.
9. The school premises are accessible and safe for disabled people.
10. No student or staff member is treated less favourably because of their disability.

## **Implementation**

1. The Head Teacher is responsible for ensuring that staff and parents/carers are made aware of this policy and that the Disability Code of Practice set out below is followed.
2. The Head Teacher and the Proprietor will have overall responsibility for ensuring that this policy statement is implemented.

## **Environment**

1. Any future building projects/development will be considered at the planning stage for accessibility and usability by people with disabilities.
2. Evacuation procedures and escape routes for young people and staff with disabilities will be carefully planned and published.
3. Should any prospective young person or member of staff be in need of specific premises adaptation the Head Teacher will inform the Proprietor so that a review of feasibility and costs can be made.

## **Young People**

1. Applications will be considered in line with the published admission arrangements for all young people referred to Broadlands Hall School.
2. The school will aim to provide all young people with the appropriate support to enable them to be fully integrated. Broadlands Hall School will ensure that all young people are treated equally and will make reasonable adjustments to ensure the full participation and integration of all young people, whatever the level of their disability.
3. The needs of all young people will be considered in the design, structure and flexibility of teaching methods and delivery. Provision will be made to ensure that each curriculum area is organised in such a way that to ensure full participation.
4. Individual needs will be considered and addressed by all curriculum areas, and an Individual Education Plan (IEP) and behaviour support documents will be drawn up on admission and reviewed regularly.
5. Arrangements will be made to enable all young people to perform to the best of their ability, by meeting their individual needs.

## **Staff**

Wherever practicable, the school will:

1. Ensure that members of staff who become disabled, so far as is practicable, should continue to remain employed by the school, at the discretion of the Head Teacher and the Proprietor, dependant on their ability to carry out the duties of their post. Help from related professional organisations will be sought when considering not only the possible effects of the disability, but also other consequential disadvantages, such as loss of status or financial loss.
2. Broadlands Hall School will make any reasonable adjustments, to enable the employee to continue in post. However, options might include:
  - Continuing in the same post
  - A gradual return to work
  - Some appropriate adjustments of hours
  - Redeployment
  - Premature retirement on grounds of incapacity

- Termination of employment
- 3. In cases where a disability is a degenerative, progressive condition that develops over time, careful consideration should be given to the selection of the most appropriate option(s).
- 4. The school will make reasonable changes to work practices and, where possible, the workplace, to enable disabled people to work successfully, including those members of staff who become disabled whilst employed.
- 5. The school will ensure that an ongoing programme of training is offered to staff to increase their awareness of young people and their disabilities and inform them of appropriate action to be taken when delivering the curriculum.

## **Conclusion**

The school promotes equal opportunities in all its activities, irrespective of disability, ethnic origin, gender, marital status, nationality, politics or sexual orientation. As a Specialist School, Broadlands Hall strives to ensure that all individual young people achieve their potential and that no disabled young person is ever left behind.

## **Monitoring, Evaluation and Review**

The Head Teacher will review this policy at least every three years and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.